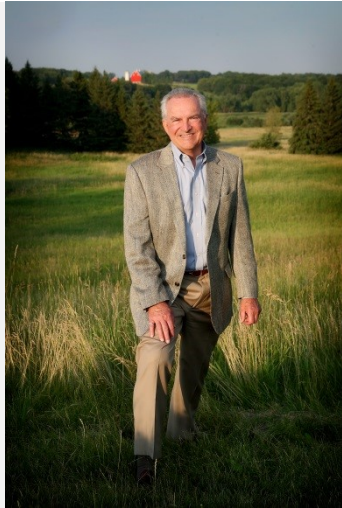


## Bio of Duke Fuehrer – Executive Vice President of PORTICO Consulting, LLC



Duke began his career in education as a technical school instructor and president of a technical center, and later worked as Director of Minnesota's Curriculum Articulation Center. Duke has also served as an Associate Professor at Michigan State University, Professor at Concordia College and Co-Director of the MBA program and Director of the Human Resource Program at Bethel University.

Duke's corporate experiences include: Director of Industrial and Organization Development for AmHoist and Vice President of Administration for AmClyde Engineered Products. In addition, Duke was Director of Organization Development for Pentair Inc. At Pentair, he also held positions as VP Human Resources, Vice President HR for Cross Pointe Paper Corp., Group Vice President of Specialty Products and later VP Human Resources for Fraser Papers Inc.

While working as Director of Organization Development for Pentair, Duke had responsibility for the organization design and start-up of a new paper company: Lake Superior Paper Industries, a \$400MM joint venture project of Pentair and Minnesota Power Company. During his career, Duke has also served as the President and Chief Executive Officer for Heartland Fibers, LLC and President of Designer Doors, Inc. Duke has organized and opened new manufacturing facilities, helped turn-around failing organizations, closed plants, designed and led start-up organizations and worked as a consultant to small and large companies.

As part of the PORTICO Consulting team, Duke has expertise in business planning and strategy, executive compensation (Short and Long-Term Compensation), Equity and Ownership remuneration and transitioning family owned businesses. Duke has deep knowledge of and competencies in Employment Law, Employment Policy and Handbooks, Human Resource Audits and Employee Relations. Consulting assignments have taken Duke across the world including the United States, Africa, Asia, Mexico, Europe, Great Britain and South America.

Duke holds a B. S. in Industrial Technology/Engineering; a Masters in Industrial Technology with a Minor in Psychology, and a Ph. D. in Education – all from Illinois State University.

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